

## University's 1990-91 operating budget shows \$2.2 M deficit

In this the season of paring and trimming, the University of Alberta has had to wield a rather large set of shears. The result is a trim but somewhat lopsided operating budget.

For 1990-91, revenues, as determined by the Board of Governors, will be \$289.7 million.

Net expenditures will reach \$291.9 million, leaving a projected year-end deficit of \$2.2 million.

The budget, which was approved by the Board 3 May, involves a 15 percent increase in the basic tuition fee for most courses and programs. An increase in the continuing fee for graduate

students will also be effected. More revenues will also accrue from residence rents (last month, the Governors approved increases ranging from 10 percent to 18 percent, with an average of 13.7 percent).

In a joint statement on the budget, President Paul Davenport

and Board of Governors Chair John Schlosser say: "While tuition and other fees remain below national averages, it is vital that the Student Finance Board provide adequate assistance to needy students, so that no qualified student is denied access for financial reasons."

The 2 percent stringency tax on the base budget of all Faculties and support units will remove about \$5 million in base budget expenditures. The tax, Drs Davenport and Schlosser reiterate, is required to eliminate a large part of the University's structural deficit (the deficit has been between \$4 and \$5 million for each of the last two years). At the same time the tax will undermine the University's commitment to high quality undergraduate programs. The President and Dr Schlosser say current estimates from the Faculties indicate that some 900 course sections will be cancelled next year.

"Students using our electronic registration system are already finding courses for next September to be filled. The tax will also greatly reduce the recruitment of new faculty, and support for graduate studies and research."

After surveying the areas where infusions of money are urgently needed, the Board has squeezed the budget to channel an additional \$500,000 into the Library's materials budget, "reflecting our need to support advanced scholarship, even in a time of budgetary restraint." President Davenport has met with several groups of senior scholars on campus and he says they all identified the Library as being of utmost importance to their particular researches. The President

*Continued on page two*

# FOLIO

University of Alberta

17 May 1990



Kindergarten and Grade 1 McKernan students are creating a few waves in the University's pool. On Fridays the youngsters receive swimming lessons; here, recreation administration student Jack Ballash instructs the children.

## INSIDE

- Committee formulates plan for Boreal Institute
- Job Evaluation process reviewed, updated
- Be on your mettle when you enter SSHRC competition
- Meet Chief Librarian Ernest Ingles
- President's Commission for Equality and Respect on Campus concludes hearings

## AAS:UA, Board of Governors sign Memorandum of Agreement

Negotiators for the Association of Academic Staff and the Board of Governors have signed a Memorandum of Agreement which is subject to ratification by the academic staff and the Board of Governors. Ballots have been distributed to the faculty.

The salient point of the agreement is provision for a \$1,940 salary increase to all academic staff. Jim Robb, President of the AAS:UA, says the settlement reflects the current financial situation on campus. "We did not

want to force a salary increase that would cause further cuts to our departments, accelerating the deterioration of education at this University. The deepening financial problems make it more difficult to retain good university staff, not only junior staff, but those who have established themselves as outstanding teachers and scholars," Professor Robb stated in a news release.

According to Franco Pasutto, a member of the AAS:UA executive, the settlement provides for a salary

increase of about 2 percent at the top, with larger percentage increases at the bottom. "We decided that this must be done to ensure that our junior faculty members will retain some hope for the future and elect to remain at this University."

Kathy West, a librarian, termed the settlement a responsible one. She feels it "recognizes the financial plight of the University while sheltering lower paid people from the effects of inflation." □

## Budget

Continued from page one  
calls the \$500,000 allocation a "small step" in improving the Library's budget.

The heavy teaching loads in Arts and Science mean that those Faculties will receive additional funds. "We face severe problems of increased enrollment in Arts and Science. Our discretionary budget allocations include about \$450,000 in continuing funds for the two Faculties and slightly over \$1 million in noncontinuing fund allocations," Dr Davenport told *Folio*.

"Despite this funding, the two Faculties will face severe problems of enrollment in class sizes next fall, in large part because the 2 percent stringency tax has forced the cancellation of some 900 course sections. In my view, given the University's current budget, our undergraduate enrollments are currently greater than we can teach at an acceptable level of quality."

Dr Davenport also said it is important to realize that the 2 percent budget cut has created difficulties in

all Faculties and that "serious problems of adjustment" lie ahead.

Recognizing that there will soon be a strong demand for PhD students by Alberta businesses and educational institutions, the Board has allocated funds to enhance departments' recruitment activities.

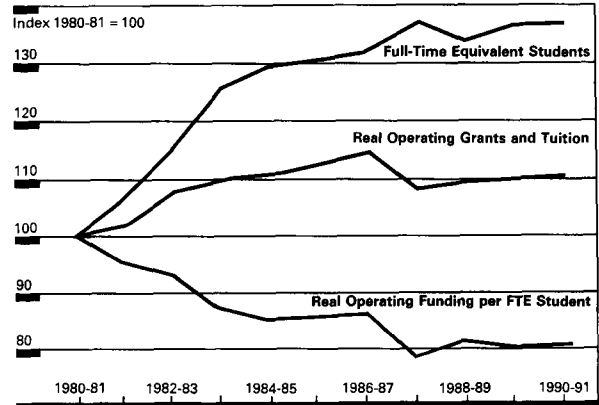
A Budget Adjustment Fund allocation of \$300,000 will be distributed in the form of PhD fellowships of \$12,000 each. A committee chaired by FS Chia, Dean of Graduate Studies and Research, will consider applications from departments.

The competition in Canada for PhD students is intense. "The very best students have more and more options . . . we really need this [addition to the fellowships program] at the University of Alberta," the President says.

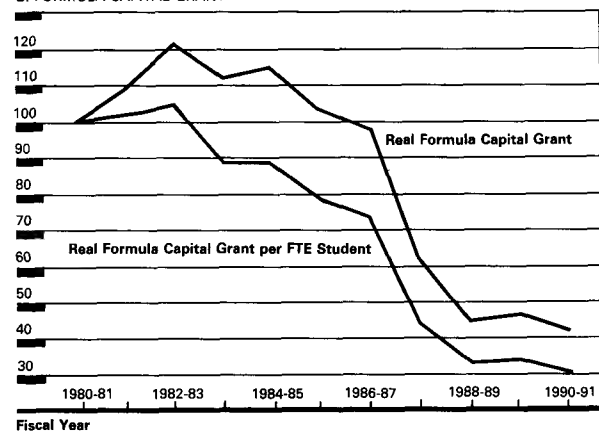
Questioned about administrative costs, Dr Davenport said they would continue to be kept under close rein. He and his colleagues will find areas reporting directly to the Vice-Presidents and to the President in which expenditures can be

## TRENDS IN UNIVERSITY OF ALBERTA FUNDING AND F.T.E. STUDENTS

A. OPERATING FUNDS 1980-81 to 1990-91 (Index, 1980-81 = 100)



B. FORMULA CAPITAL GRANT



# FOLIO

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reduced. "We will be reducing the budget for PACCR (President's Advisory Committee on Campus Reviews) substantially over the next two years and we are considering other expenditure reductions of that sort.

"Over the past two months I have discussed administrative reorganization with the Faculties of Arts and Science and with other groups and I think there's now a much better understanding of the two new vice-president positions. The Vice-President (Student and Academic Services) will replace the position of Associate Vice-President (Information Systems) which is eliminated; the position of Vice-President (Development and Community Affairs) will replace the position of Executive Director (Development) which is eliminated.

There will be no new Associate Vice-President positions created in these areas. For example, the Chief Librarian, the Director of Computing Services, the Registrar and the Dean of Student Services will report directly to the Vice-President (Student and Academic Services)."

Dr Davenport says the changes will not increase the overall cost of the

administration and will allow the University to be more effective in pursuing its teaching and research objectives. The changes will also free up the time of the Vice-President (Academic) for strategic academic planning.

The University's budgetary problems are rooted in real operating funding (government grants plus tuition divided by the Consumer Price Index), Dr Davenport says. Such funding has lagged behind student numbers such that real funding per student has dropped by 19 percent in the last 10 years. "The province has the largest deficit per capita in the country. We understand that . . . but even in hard times it's essential to invest in higher education," President Davenport commented at the Board meeting.

"The budget," he told the Governors, "has involved stress and pain for all members of our community." He expressed gratitude for the many expressions of support, and added: "Despite our budgetary problems, our staff and students remain united in their determination to preserve excellence in teaching and research at the U of A." □

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## Restructuring plans proposed for the Boreal Institute

proposal to maintain the Boreal Library as a separate entity with some adjoining space for administration and visiting scholars will go before the Planning and Priorities Committee 17 May.

Working with the Office of the Vice-President (Research), the recently established six-person committee on the future of northern research at the University of Alberta is recommending that the Boreal Library be moved to the fourth floor of Cameron Library, where it would occupy space roughly equivalent to the space it now occupies in the Biological Sciences Building.

"Within Cameron Library, the Boreal collection will preserve its separate identity and its special services to northern researchers," President Paul Davenport advised Senators at their 11 May meeting.

According to the proposal, in general, moving the collection into Cameron would mean about \$50,000 in annual savings. Other potential advantages of the move, the President advised Chancellor Tevie Miller in a letter, would be closer proximity to the other libraries; a 35 percent increase in its acquisitions budget; increased hours, including evenings and weekends; and increased professional interaction between Boreal Library staff and Main Library staff.

A second recommendation is the formation of an advisory committee, the Northern Research Advisory Committee (NRAC), which would work closely with the Office of the Vice-President (Research), advise on northern scholarly issues, and oversee and coordinate the revitalization of key northern activities such as grant allocations and publications.

"In view of the need and opportunity to raise funds externally, it is further agreed that for a two-year period an analogous appointment will be made to a northernist for the sole purpose of raising funds in support of northern research," Dr Davenport outlined. "It is intended that \$92,000 in base funding will be available for this activity which will be supplemented by approximately another

1,000 annually to support the fundraising appointment over the next two years."

A third recommendation calls for the former granting activity to be

administered as part of the Central Research Fund and within that fund there would be a separate Northern Research Fund comprising annual allocations of \$100,000 from the BAR Grants and an additional \$20,000 in discretionary funds provided by the Office of the Vice-President (Research). This would represent an increase of BAR funding, which has remained constant since 1976, the President outlined.

Fourth, to cover space needs, two offices in the Central Academic Building would be made available for use by NRAC. Space for northern researchers would continue to be made available in the South Lab until 31 December 1991.

The fifth recommendation calls for a name change. The Boreal Institute for Northern Studies would become the Canadian Circumpolar Institute. "With this newly named institute, under the leadership of a coordinator and enthusiastic NRAC, working with the Office of the Vice-President (Research), a concerted effort must be made to lobby for the necessary funding that should be available through both the federal and provincial governments, as well as the private sector," the President detailed. "Inherent in this proposal is the idea that . . . it will require substantial external assistance if this commitment is to reach its optimal potential."

The proposals follow on the heels of a recent proposal by the Vice-President (Research) to close the Boreal Institute for Northern Studies and to come up with alternatives for accommodating northern research interests on campus. Northern researchers then met to decide how to respond to the proposal. Concerned researchers on and off campus then wrote the University administration, expressing their reservations of the proposals. In particular, they worried about the possibility that the Boreal Library would deteriorate or be lost. The committee was then struck.

Chancellor Miller said that, based on media reports about the Boreal, people could be left with the impression that the University of Alberta was abandoning the North. "We're not abandoning northern research, vacating the field or creating a vacuum. We're simply coming up with a new concept which will carry us better than the last one."

The Chancellor said Senators have

a role to play in combatting these perceptions.

Vice-President (Research) Bob James told *Folio* that his office is fully supportive of the recommendations. He estimated that the existing institute now has a budget of approximately \$650,000 and the new proposals would result in "significant financial savings."

Dr James said, "We're hopeful the new arrangements will save money and actually enhance northern studies research on campus in the long term." But he pointed out there will be some Boreal positions declared redundant, although the people in them will be considered for other campus positions, and "there's reasonable potential they'll qualify for vacant positions."

Newly appointed Chief Librarian Ernest Ingles said he was delighted with the recommendations, although he regretted the circumstances that brought about the events. "What we have here is one of the best library systems in Canada, and with the Boreal as a jewel in this already glittering crown, it will be that much better.

"I think with the kinds of technical and administrative skills we have here in the Library, the Boreal Library will be very well served."

Noting that they hadn't concluded what the best site for the Boreal would be, Ingles said the hope was that "it continues to shine as one of the country's preeminent collections in northern studies." He said no matter where they put the Boreal physically, the bibliographic integrity would be maintained, compromised only by the limitations of space and resources.

"We would want to see the

Boreal flourish under our leadership," he said, "and I know it will." In five years or so, the Boreal's reputation will be enhanced, he predicted.

John England (Geography), a member of the committee, said the response to the situation by the University is "the best one possible under the circumstances." He said although it was certainly not the ideal response in the view of northern researchers, there is a sense that the administration has demonstrated a genuine concern and commitment to northern studies.

Within the proposals are the seeds for regenerating a strong institute, Dr England said. He said it was important for the University to announce the establishment of the Canadian Circumpolar Institute and correct any unintended damage caused by the recent events.

Dr England said the University appears to be satisfied with the cost savings that will result from the proposed reorganization. He pointed out that some northern scientists have said that the administration has discouraged researchers from seeking outside funding. "On the other hand our track record speaks for itself and it hasn't been all that successful."

Dr England said the name change simply asserts the University of Alberta's rightful academic territory and it's not pretentious.

According to the Association of Canadian Universities for Northern Studies, 87 northern studies professors make their home at the U of A. The University of Toronto has 34 such individuals and 33 work at the University of British Columbia. □

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### SSHRC funding increased

Researchers at the University of Alberta have recently received preliminary notification of the results of their applications in the fall competition. Researchers had submitted 77 applications. Of these, 32 (41 percent of the researchers) received funding totalling \$971,104. Unfortunately, due to SSHRC's inability to fund all projects found worthy of funding by the adjudication committees,

22 researchers (28 percent of the applicants) were informed that SSHRC has placed their names on a wait list.

Total confirmed University of Alberta funding through SSHRC grants has increased by about 50 percent over last year.

Researchers should receive formal notification from the Council next week. □

## Chancellor's energy could be tapped should University need emergency power

Number eight on the list of desired criteria for Chancellor, as drawn up by the Senate Search Committee for Chancellor, is "good health and high energy." Outgoing Chancellor Tevie Miller has displayed both during his four years in office. And, as luck (and a full agenda) would have it, his energy received perhaps its sternest test at his last meeting of Senate, 11 May.

"It's the longest one I've presided over," he said of the 9 am to 4:25 pm marathon.

His day wasn't over either. Ahead were an interview with *Folio* and a reception off campus at which donors to the Senate Library Endowment Fund would be acknowledged. He would keep those commitments as assuredly as he has attended each of the 16 Senate meetings held during his term. Before the first meeting he felt he knew a lot about the University but he soon found himself revising that thinking. "It took at least a year of intensive effort to find out what makes the place tick," he recalls. Having constructed that foundation he says "one is continually impressed with the scope of activities that goes on here."

The dedication of the staff and the commitment shown by volunteer members of the Board of Governors and the various task forces struck by Senate are also sure to be ingrained in the



Chancellor Tevie Miller receives gifts and the best wishes of Senate courtesy of Jean Oshry (centre) and Edith Zawadiuk. A reception at University House, 13 June at 3:30 pm, will afford others an opportunity to wish him well.

Chancellor's memory.

One of Senate's practices is to hold one out-of-town meeting each year. Peace River, Yellowknife, Stony Plain and Spruce Grove, and Medicine Hat hosted the 62-member Senate during Chancellor Miller's tenure and, while he speaks favorably of each visit, the meeting in Yellowknife stands out. He feels that Senate, on behalf of the University as a whole, made "a tremendous impact on the people of the north."

Those who put forward an idea

in a large and complex organization and get a "We'll-get-back-to-you" response should take heart from the Chancellor's experiences. He says he did some thinking out loud in his first year in office and those ideas are just now coming into practice. Two such thoughts were the Adopt a Foreign Student Program, which Alumni Affairs has initiated, and the need for personal contact regarding the recruiting of graduate students. The Chancellor's thinking was that well-placed alumni in various parts

of the world could drop the University's name at opportune times and tell potential students of their [alumni] experiences here.

Chancellor Miller says he's always pleasantly surprised at the "good will we have out there. There's a tremendous reservoir of good will in all levels of the general community towards this University, but we've never really harnessed it."

During the lunch break at last Friday's meeting it was announced that the Tevie Miller Involvement Award had been established through the Students' Union. (A total of \$4,500 has been raised; that sum will be triple matched by the SU. The award will be presented annually to a student who's a member of a registered University club and who demonstrates strong leadership skills.)

Involvement and Tevie Miller are synonymous. He's a former president of the Students' Union and the Alumni Association and he's maintained close ties with each organization. The end (30 June) of his term as Chancellor won't signal the end of his association with the University. He will return in January as a sessional lecturer in the Faculty of Law and his teaching of a course in advocacy won't be an expenditure item in the Faculty's budget. As Associate Chief Justice of the Court of Queen's Bench, he can't accept pay for such tasks. □

## Work starts on Corbett Hall, Extension Centre projects

In the past month, construction of two major campus development projects began. Corbett Hall is undergoing a complete restoration and the University of Alberta Extension Centre office building is under construction.

The Corbett Hall project has been awarded to Aman Building Corporation; the firm will restore the building and develop the interior space for use by an expanded Faculty of Rehabilitation Medicine. The former Studio Theatre will be reconstructed as a lecture theatre, and the old gym located behind the theatre will be left undeveloped to allow for future space expansion.

Rehabilitation Medicine is temporarily located in the University of Alberta Hospitals'

Education Development Centre across 114 Street and in the trailers situated in the southwest corner of the Corbett Hall site. Corbett Hall was constructed in 1929 and was originally known as the Normal School. Its occupants provided teacher training under the auspices of the Department of Education.

The Extension Centre site is

located at 112 Street and 83 Avenue just north of College Plaza. Site preparation for construction was started in the first week of May by the contractor, PCL-Maxam. The building is designed as a seven storey structure with terraced levels on the east elevation to match the scale of the abutting Garneau Mews residential property.

The Faculty of Extension will occupy floors two, three and four and a portion of the main floor. The top three floors will be leased on a commercial basis, possibly including University tenants. The main floor is designated principally for retail purposes and will likely include a restaurant. A covered walkway is planned for the main floor exterior adjacent to the retail space.

The Faculty of Extension is currently located in SUB, Campus Tower and Garneau Trailer Complex.

Both construction projects are scheduled for completion in the spring of 1991, with occupancy set for the summer months in time for the fall 1991 term. □

## Advertising rates going up

*Folio's* advertising rates will increase effective for the 14 June 1990 issue.

Classified ads will cost 40 cents per word; display ads space will cost \$45 (one unit), \$85 (two units), \$125 (three units), \$105 (1/4 page), \$210 (1/2 page), and \$420

(full page).

Typesetting charges will increase to 40 cents per word for all display ads.

The rate for University of Alberta-affiliated departments will remain unchanged for display advertising. □

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## A conversation with Doris Badir on the Job Evaluation process

*Increasingly, University staff are on familiar terms with the Job Evaluation process. It is felt, however, that a certain amount of review and updating is in order. Equity Advisor Doris Badir undertakes to do that via the following question and answer session.*

### **Q. What exactly are we talking about when we say Job Evaluation?**

A. Job Evaluation is a structure for paying each job in relation to all the other jobs. This structure compares the similarities and differences in both the content of the job (what you are asked to do) and the value of the job (how the University ranks what you are asked to do).

To ensure fairness, all jobs are evaluated by the same nine factors. These nine factors represent the contributions which are considered important to the University. While all jobs are important, some clearly have a more immediate impact on the purpose of a university. These jobs will be rated comparatively higher.

### **Q. How does this compare with annual Performance Evaluation?**

A. Job Evaluation is the description of the *tasks you perform*. Performance Evaluation is an annual report of the quality of the *manner in which you perform*.

The purpose of Job Evaluation is to rate the job.

### **Q. What are the criteria for evaluating a job?**

A. There are nine factors in rating a job:

- |                       |                      |
|-----------------------|----------------------|
| - Complexity/Judgment | - Results of Error   |
| - Education required  | - Supervision        |
| - Experience required | - Physical Demands   |
| - Initiative required | - Working Conditions |
| - Contacts            |                      |

### **Q. Do all the factors have the same value?**

A. No. Each of the factors has an independent value scale. Some of these factors such as Complexity/Judgment and Initiative have greater weight than others.

### **Q. Will I know how many points my job has been given?**

A. You will not be given the actual number of points assigned to your position. You will, however, receive information which gives you:

- the grade and step for your position - the range of points in your Grade - the Salary Range for your Grade

The Committee on Job Evaluation Review has decided that this is all the information to be made available at this time.

### **Q. How does someone take what they read on my Job Fact Sheet and come up with a score?**

A. The first step in accurately scoring a job is to have the correct information about the job (by way of a detailed Job Fact Sheet) agreed to and understood by you and your supervisor.

The information is then assessed by job analysts and a Job Evaluation Committee who have extensive training in interpreting your work, and translating what you do into the nine factors. The analysts may call you or come to see you about your job. They will have you clarify what you do and perhaps demonstrate what you do. It is important that you help the analysts to understand the job before they can properly evaluate it.

When the analysts and the Job Evaluation Committee are certain they understand the job, they assign the appropriate number of points to each factor. The total of these points is the value of the job.

### **Q. How were the salary ranges decided?**

A. The salary ranges for each grade were negotiated between NASA and the Board of Governors.

**. I am confused about the accuracy of the system. I am a departmental secretary yet I have been put on the same grade as a clerk typist. What is fair about that?**

A. Part of the confusion here comes from the Job Title. Job Titles

were an important element of the old Classification system. The new Job Evaluation system places each job in the appropriate grade on the basis of tasks performed. In your case there are two administrative support jobs on the same grade. What this means is that the two jobs, despite the title difference, have a similar level of content and have been valued the same according to the nine factors.

Titles are important in identifying jobs and we are currently working on a new system of job titles.

### **Q. Why are you only re-evaluating the red-circled jobs?**

A. There is a commitment with NASA to look at the red-circled positions first. After they have been completed we will be looking at the other requests for review. Where convenient and practical to do so we will be including some appeals within the red-circle review.

### **Q. But if the system is wrong for the red-circled jobs isn't it wrong for all the jobs?**

A. First, we haven't concluded that the system is wrong. A committee established in March 1988 viewed the system as good but in need of some adaptation to the University. In the course of the reviews we estimate that we will review all jobs (over a period of two to four years) to ensure that we have introduced a process which evaluates them fairly.

### **Q. In what order are you reviewing the positions? And why?**

A. The first jobs to be re-evaluated will be the red-circled jobs in: Agriculture and Forestry, Graduate Studies, Rehabilitation Medicine, Home Economics, Provincial Laboratory, Physical Plant, Library, Housing and Food Services and Public Affairs. These units were selected for a number of reasons: they contain about 700 red-circled positions; they provide a good representation of *types of units* and *types of positions*. From these units the Job Evaluation Committee can establish a framework in which to evaluate all other jobs.

### **Q. How long will all this take?**

A. We estimate that the red-circled jobs will take up to two years to complete. We don't want to be committed to deadlines which will not allow for a thorough review.

### **Q. When will we know the results?**

A. We will be advising departments and employees of their evaluations after we have done the proper comparisons and are certain of our gradings. We're hoping the first news of gradings will be this summer. In the meantime we will be providing you with additional reports and updates.

### **Q. What if, after all this, I still disagree with my evaluation and my grading?**

A. You may ask to have your position reviewed again. It may be that you feel that the Job Evaluation Committee did not fully understand your job or that some material had not been included in the Job Fact Sheet. Also, if your job changes substantially you may request a review at any time.

### **Q. Are there special words I can write on my Job Fact Sheet that will ensure I receive the best evaluation?**

A. No. The people who evaluate the job are not evaluating your vocabulary. However, you must write your responsibilities THOROUGHLY and ACCURATELY. Don't leave anything out. Try to think through the whole year and write down everything you do, even if you only do it once a year. The analysts need to know what you really do. There are no special buzz words which get more points. The Job Evaluation Committee and the job analysts have the expertise to make appropriate judgments based on your description and their investigation.

### **Q. What if I disagree with what my supervisor writes down?**

A. You have an opportunity to respond to the supervisor's words by way of the final sign-off page on the Job Fact Sheet.

*Continued on page ten*



## New chief librarian says resource sharing increasingly important

The University of Alberta's new Chief Librarian/Director of Libraries, Ernest Ingles, says a shift in the paradigm—from being totally self-sufficient locally to resource sharing—is necessary.

"Resource sharing can only be an effective alternative, of supporting local research, if the materials required can be identified and delivered quickly in either electronic or print format," says the President-elect of the Canadian Library Association.

"That's where most libraries are beginning to put technology to work for them and technology is going to become increasingly important—but primarily important in expanding the walls of this institution and the walls of the Library of this institution beyond their present confines."

This will enable the world of information to be delivered to the University and its researchers quickly and effectively. That would make the delivery of that information a "very dynamic process," he says, "rather than being a kind of static process which has been the more traditional role of libraries as warehouses."

The province has two large library systems at the U of C and the U of A and "it's an absolute necessity that these libraries utilize more effectively the services and collections that they independently have and apply those against the needs of their larger clientele." In other words, says Ingles, both libraries should be servicing one another's clients, although not at the expense of compromising service to their primary clients.

The institutional and jurisdictional questions will have to be broken down, he says, adding that the libraries themselves are "in the business of sharing and now the sharers have to share among themselves." He says no longer can libraries be quite as proprietary as they once were.

This sharing, he adds, can also include the other postsecondary institutions and the public libraries. "I'm very much into the concept of reciprocity: you don't take unless you can give and I think there's a great deal the U of A is doing and a great deal more it can be doing for this community."

On what the future holds for the Library, Ingles says the strategic planning process has already started and he hopes to introduce a



Ernest Ingles, the new chief librarian.

statement or manifesto on where the Library should be going in the next five to 10 years, complete with recommendations and how the Library might achieve its goals. He points out that change is the constant and future demands on the Library will not likely be wholly satisfied in the traditional ways.

He says there will be an analysis of the Library's general administrative structure and how the Library is operated. There are bound to be changes as a result of that analysis, he told *Folio*.

On the issue of space, Ingles says "like every challenge, there really is no one right way to respond." Some argue that the best way to solve space problems is to simply add more space, he says, but a perfectly acceptable alternative is to provide for off-site storage. The infrequently used materials would be placed in storage. The third alternative is to look at placing more information in an electronic format. The fourth possibility is to change the stack configurations to allow for more compact storage, he explains. Of course, any combination of these solutions could be employed, he adds.

When he's asked what his actual responsibilities include, Ingles, who received his Master of Librarianship with first class honors from UBC, says, "I'll do things until I'm told not to do them. Everything is assigned and nothing is assigned,"

he jokes. He says one of his most important responsibilities is to provide leadership. With a keen interest in all aspects of University life, the self-described "university person" says he'll be involved in the University's administrative bodies and will provide candid and frank counsel to the University administration.

He points out that the chief librarian is in a unique position. Everything that person does has a

potential impact on the lives and activities of students and faculty members. The 41-year-old former head of the University of Regina Library says it's interesting to note that university presidents and university chief librarians have something in common: "everyone knows how to run the university better than the president and everyone knows how to run the library better than the chief librarian."□

## Calgary, still depressed over the Flames, could be easy pickins' on PACE DAY

Canada's Fitweek (25 May to 3 June) is an annual celebration of physical activity. PACE DAY (30 May) is the one-day mass participation event when Edmonton challenges Calgary to a duel to see whose citizens are fittest. It's the day in which people in our city are urged to do 15 minutes of physical activity and record it by calling 471-1990.

Last year, the University was instrumental in helping Edmonton defeat Calgary in terms of numbers of participants in some form of physical activity. It's time to defend our title.

Campus Recreation has organized events during the off-work periods of the day. Activities will be based in the Van

Vliet Centre. Guided tours will be conducted and if you chose to take one, you will soon discover that you have been moving for 15 minutes. That activity can then be registered.

Also on PACE DAY, President Paul Davenport will host an exhibition of diving and synchronized swimming. Starting time is 12:30 pm. A noon hour 6.2 km fun run is also scheduled. This event, which consists of two laps around the campus, will start at 12:10. There is an entry fee of \$2. Winners will receive a special Canada Fitweek prize.

The message from Campus Recreation is: Whatever activity you choose, be sure to get involved in Canada's Fitweek.□

Public Affairs

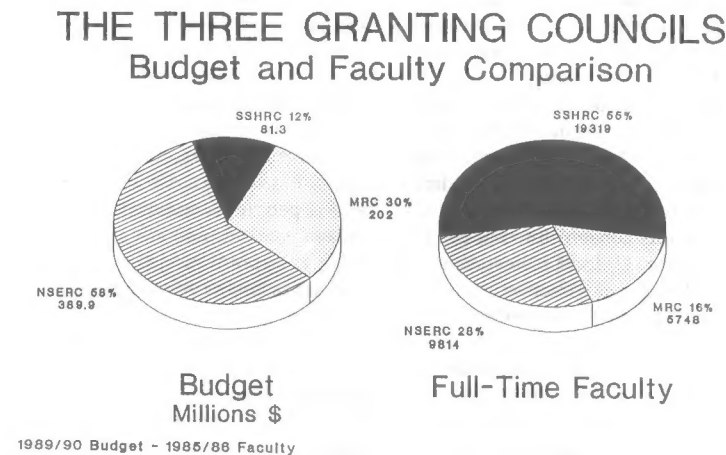
# Competition for SSHRC grants daunting, but researchers at U of A encouraged to enter the fray

NSERC is the Commonwealth Games, SSHRC is the Olympics. Which is to say that while the competition for NSERC grants is formidable, the competition for SSHRC grants is ferocious.

NSERC funds about 70 percent of its eligible population; SSHRC releases grants to about 5 percent. Looking at it another way, in 1987-88, SSHRC's total awards numbered 775, a figure that approximates the number of SSHRC researchers at the University of Alberta alone. The U of A is the fifth largest SSHRC community; although there are concentrations of researchers from the social sciences and humanities research community in Arts, Business, Education and Law, the SSHRC clientele is spread over 11 Faculties. For the 1987-88, 1988-89 and 1989-90 award years, SSHRC received applications from the following Faculties: Arts, Business, Education, Home Economics, Law, Medicine, Nursing, Physical Education and Recreation, Rehabilitation Medicine, Faculté Saint-Jean, and Science.

Applications were also submitted by two interdisciplinary research units (the Boreal Institute for Northern Studies and the Developmental Disabilities Centre) and by Library Systems, Archives, and University Computing Services.

SSHRC's Research Grant Review Committee final report (The Courtney Report 1989) states: "The vocation of social scientist or humanist has become much more complex in the past decade. To keep up with our rapidly changing world, Canadian scholars are developing new approaches and new principles for understanding and explaining the present, and for meeting the challenges of the future. At the same time, the demand for limited research funds has greatly increased, leading to lower success rates in



national competitions for research grants."

Speaking of the complexities of the past decade, research accomplishments alone often aren't enough. Besides completing the research, the grant holder must often consult, collaborate and become established in one or more networks. These days, 10 percent of a SSHRC grant to a researcher is put toward the costs of disseminating the research results.

At this University a subcommittee of the University Research Policy Committee assists the SSHRC research community and keeps it abreast of research policies and trends. The subcommittee consists of Mohan Matthen (Philosophy), Doug Owram (History), Alice Nakamura (Finance and Management Science), Bruce Ziff (Law), Harvey Zingle (Educational Psychology), and Margaret Gardiner (Research Services).

Dr Matthen, who is also SSHRC-Area Research Coordinator for the Office of the Vice-President (Research), says that in a time of waning internal funding, it's vital that researchers apply for more

external funding. So far that's not happening, at least with respect to SSHRC. "We are simply not applying for enough grants, and our success rate too is not as good as it should be," he says. Other universities, Dr Matthen continues, have become "very professional" in their applications to SSHRC and in their approach to networking. "To some extent, we've stood still."

Dr Matthen has no qualms about the people who hold the purse strings. "I've found them open and not at all an Ottawa bureaucracy." UBC's success supports this view. (The SSHRC is governed by a 22-member appointed Council chosen from the academic community and major interest sectors of society.)

Starting with the next grants competition (1990), the SSHRC yardstick for adjudicating grant applications will be program-based research rather than project-based research. The Courtney Report says, "It seems far more appropriate and fair to judge a scholar's capacity to advance knowledge than to scrutinize each specific research project in minute detail."

Bob Busch, Associate Vice-President (Research), says the Office of the Vice-President (Research) is working with Faculties to try to encourage eligible parties to apply under the new guidelines. "The University is encouraged by the near doubling of funding in this year's competition but, relative to our size, things could be better." Dr Busch believes that many U of A SSHRC-area researchers have excellent prospects for receiving SSHRC program funding. This could very well include many excellent researchers who have not previously applied to SSHRC or have done so infrequently. Generally speaking, he says, SSHRC researchers need less funding to carry out their research than do their NSERC and MRC counterparts. Still, SSHRC's share of the overall funding to the granting councils is only 12 percent. Dr Busch would naturally like to see that figure raised substantially.

Although no SSHRC-area applications to the Networks of Centres of Excellence program were originally funded, Dr Busch feels that high-tech issues and their repercussions in Canadian society and culture pose "quite an opportunity" for SSHRC to expand both its horizons and its funding base.

He points out that NSERC and SSHRC are interested in finding ways of working in tandem to increase support for research in Canada.

The disciplines that come under the SSHRC umbrella range from anthropology to urban and regional studies. Under its Research Grants Division, Council awards research grants, major research grants and general research grants. SSHRC also maintains a Strategic Grants Division, a Fellowships Division and a Research Communications and International Relations Division. □

## Library allocation lauded by users and new chief librarian

The University administration's decision to allocate approximately \$500,000 in additional discretionary funding for the Library's materials budget has been applauded by the Library Committee members and the newly appointed chief librarian.

Chief Librarian Ernest Ingles said he was "absolutely overjoyed" with

the Board of Governors' decision to allocate the additional funding in the 1990-91 operating budget. "I think it is a most encouraging thing for them to do because it demonstrates, I hope, that the Library is a key resource. I hope the Board didn't grant that money because of the pressure they felt from things like the Save the

Library Committee." He said although the committee's work was very important, "... I hope, if they [Board of Governors members] did not already believe, they came to see how important the Library is to the University, so that it wasn't something given in some kind of state of siege. It was something given as a true recognition that the

Library's role is a very important one."

Juliet McMaster (English), of the Save the Library Committee, said the President has listened to their views regarding the Library. "We don't want to be at loggerheads with the President at all; we want him to use us as ammunition to get

*Continued on page nine*

## Meech Lake forum clarifies number of constitutional points

Many Canadians and interest groups are now of the view that the constitution, "to quote Alan Cairns of UBC, no longer belongs exclusively to governments," the Chair of the Political Science Department says. "It belongs to the citizens of the country.

"These changes have been propelled by the constitutional changes of 1982 which, of course, through *The Charter of Rights and Freedoms*, put a tremendous premium on individual participation in constitution making," Allan Tupper told a well-attended forum 7 May sponsored by the Canadian Bar Association with the support of the Law Faculty.

"The real difficulty is that the 1987 to 1990 changes have returned us to the mechanism where governments seem to control constitutional change without a great deal of citizen input," he said, adding that there seem now to be two divergent tracks of constitutional reform, one involving citizens and individual interests and another set of questions for governments.

There has to be a reconciliation of the basic question of whose constitution it is, he said, because Canadians' attitudes have changed fundamentally in the last decade.

Devoting his remarks to the topics of the amending formula, Senate reform and the Supreme Court, Dr Tupper explained that the proposed Meech Lake Accord retains the basic amending formula of the federal government and two-thirds of the provinces comprising 50 percent of the population, but it extends the unanimity provision to virtually all federal government institutions. "One line of criticism is that this provision for unanimity will be paralyzing, that it is simply too difficult to achieve agreement in a country like Canada between 11 governments," he said.

"A standard argument about the Meech Lake amending formula is not what it says about the federal-provincial powers, it's what it says about the quality of democracy in Canada," he said. "There has been no effort by the provincial governments or the federal government to involve the general public through referenda, for example, or through

constitutional forums. And this leads to greater bitterness because people are shut out of a process that's very important."

On the Senate, Dr Tupper said it has been said frequently that if Alberta was truly concerned about Senate reform, it never would have agreed to the provision for unanimous consent for changes to the Senate. "I don't believe this is a correct analysis. Whether the amending formula formally states unanimity or not, I think we cannot have meaningful Senate reform over the objections of Ontario or Quebec. Whether you like it or not, I think it's a fact."

Dr Tupper pointed out that the Supreme Court would be constitutionalized if the Accord was

passed. Most of the attention has centred on the appointment procedure and whether or not provinces should be involved in direct nominations to a crucial national institution. Pro-Meech supporters say yes, and anti-Meech opponents say no. Dr Tupper asked people to remember that the federal government still retains the right to appoint judges in most of the important provincial courts.

"Many people have forgotten that Quebec's acceptance of these provisions is a very important step forward, because in the past Quebec governments have made all sorts of arguments which, in effect, have called into question the very legitimacy of the Supreme Court," Dr Tupper pointed out. "Now

Quebec has clearly said 'we accept the Supreme Court as a major national institution.'"

Dr Tupper concluded that if the Accord is passed it will be considered illegitimate by many of the citizens who will be bound by it. On the other hand, if it isn't passed there's going to be a very serious problem with the relationship between Quebec and the rest of Canada. "These demands advanced by the province of Quebec represent the absolute minimal demands . . . they have been blown out of proportion by much of the media and many observers," he said, and they are not radical by any means. The country is in a classic "lose-lose" situation.□

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## 'Sympathetic opponent' says distinct society clause misrepresented by opponents

The distinct society clause in the proposed Meech Lake Accord has much to be said in its favor, Dale Gibson (Law) told a 7 May forum sponsored by the Canadian Bar Association and supported by the Faculty of Law.

However, said Professor Gibson, the politicians say this isn't a power granting clause, it's merely an interpretation clause. "The fact is it's more than an interpretation clause, it grants actual law-making power, because once you get past the interpretation section, you come to the one that really counts, and it's the one that says the legislature and the Government of Quebec are the ones that have the role to preserve and promote linguistic distinctiveness.

"Now, legislatures and governments don't interpret, the courts interpret. Legislatures and governments enact laws, create programs and this is in fact a power granting section," he argued.

Professor Gibson said if the Accord is enacted, the power would exist to take rights away from English-speaking Quebecers or French-speaking Albertans, "because *The Charter of Rights* does not provide the protection that applies against all other

governmental actions, when the Meech Lake Accord is involved.

"In the long run, I would be happy to see a distinct society clause protected by a *Charter of Rights* provision—and that would be very simple. You would simply say in the end *The Charter of Rights and Freedoms* applies to the Meech Lake Accord.

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*Politicians  
want to be  
able to  
interfere with  
linguistic  
rights  
-Gibson*

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"Politicians are not willing to do that. Why? For the obvious reasons: they want to be able to interfere with the linguistic rights of individuals, so that's one of the fundamental reasons why I'm opposed. Not that I'm opposed to recognizing the fact of life—that Quebec is linguistically distinctive.

"I'm opposed to saying that a

fundamental constitutional protection is not available to everyone in the province of Quebec, whatever language they speak," he said.

In its essence, the clause recognizes a linguistic distinctiveness and says it is the role of the Legislature and Government of Quebec to preserve and promote that distinct identity of the province, he explained.

"Other parts of the country are recognized as having a linguistic distinctiveness as well, different of course from that of Quebec. The document then goes on to say the other provinces and the Government of Canada have a role to preserve that distinctiveness outside Quebec, but not to promote it. So there's a fundamental difference in the roles that are assigned to the Quebec legislature and to the legislatures of the other provinces and the Federal Parliament.

"I happen to think that that's not a particularly hurtful or wrong thing," the law professor said. "Along with Marjorie Bowker, I'm rather sympathetic to the desire of the majority of the people of Quebec to maintain a francophone culture and to promote it."□



## Marjorie Bowker fears creation of 10 'semi-autonomous fiefdoms'

The Meech Lake Accord "gives more than was necessary to satisfy Quebec's five original demands," says retired Judge Marjorie Bowker. "But once given, they can never now be taken away in further negotiations."

Addressing the 7 May forum on the Accord, Bowker said, "What Meech Lake gives to Quebec must be accepted as the minimum of what Quebec will agree to in the future."

She said the second underlying feature of the proposed Accord is the concessions granted to Quebec are now being offered to all the provinces. "This represents a

massive transfer to the provinces of power that properly belongs to the federal government if we are to have a strong, unified Canada."

The real fault, she said, is that the six remaining provinces supporting the Accord, including Alberta, by accepting these powers "can have no other effect than fragmenting the country into what I would describe as 10 semi-autonomous fiefdoms."

The author of *The Meech Lake Accord: what it will mean to you and to Canada: a simple, straight-forward and independent analysis* said the third feature of the Accord relates

to the kinds of debates taking place. "Its most vigorous supporters are not giving us reasons why the Accord should be adopted. Instead, they are issuing warnings, threats and ultimatums that the country will fall apart if we do not show more flexibility. The real inflexibility has been in Quebec's intransigence," she said to the applause of some listeners.

Asking her audience to keep these three themes in mind, she turned to the immigration provisions of the proposed Accord. Bowker said the Accord entrenches a 1978 Cullen-Couture Agreement

which gave the province a choice of immigrants, a fixed quota of those immigrants and a federal government transfer of its orientation services with compensation.

The former judge of the Provincial Court of Alberta, Family and Juvenile Divisions, argued that Quebec has legitimate concerns about immigration and the preservation of its francophone culture, but she questioned whether these orientation services would continue to emphasize an allegiance to Canada.

Turning to the shared-cost proposals in the Accord, Bowker said Quebec has had long-standing complaints in this area and, to some extent, the province is entitled to some concessions. "They got what they asked for, but the other provinces did as well," she said. Bowker said the opting out provision with compensation for provinces with programs or initiatives compatible with national objectives was a rather vaguely worded clause.

She said if the Accord was passed, "the federal government would become little more than a fiscal Santa Claus," and national dental, auto insurance, legal aid or environmental protection plans would simply not be possible.□

## Aboriginal people see Meech Lake double standard, Dacks says tells well-attended forum

Aboriginal people woke up on the morning after the Meech Lake Accord agreement and discovered that the concept of distinct society appeared to the governments of Canada to be clear and easily interpreted, whereas aboriginal self-government was simply too obscure, Gurston Dacks (Political Science) says.

"The aboriginal people have felt badly served by the Canadian constitutional process, in that they see it as a double standard,"

Dr Dacks told the 7 May forum sponsored by the Canadian Bar Association with the support of the Faculty of Law. "What they [aboriginal people] want is vague and unclear, yet a concept at least as indeterminate is deemed to be acceptable. Why? Because it serves the needs of Quebec."

Dr Dacks said aboriginal people approach the proposed Meech Lake Accord with a deep sense of offence and injustice.

He pointed out that aboriginal people argue that the Accord creates a hierarchy of rights and that their rights are diminished because they are relatively low in this hierarchy. "I don't see that objection as well grounded," he said, adding that the Accord implicitly affirms that the cognition that aboriginal people received in *The Constitution Act, 1982* remains unchanged.

"It seems to me that the real

problem for aboriginal people in Canada is not really the Meech Lake Accord, but rather the lack of sympathy among the 11 governments of Canada. The problem is not so much constitutional as it is political." Dr Dacks said the constitutional structure is really not the cause of the problems, it's the result of the problem.

"Were Meech Lake actually to be

ratified, that would mean Quebec would once again be willing to participate in the constitutional amending process," he said. Although even with that province's participation in the process, it remains to be seen whether the province would be sympathetic to the concept of aboriginal self-government. "I would not be enormously optimistic."□

## Library

*Continued from page seven*

more money from elsewhere and it's been strong researchers who have taken, to some extent, the lead in this."

Dr McMaster said the Save the Library Committee emphasized that the University should put more money where it's most important. "We have been second-best in the country, and we're losing that position. That's something the public should care about. There are those who suggest that the Library is only for the researchers. That's not so at all. The Library is for the students as well as the researchers, and unless we have a really good one, everybody suffers."

She said the committee is going to be issuing a questionnaire to ask teachers and researchers what they've come up against in the way of Library losses. "I feel one ought to talk about individual cases;

there're lots of other people who talk about the whole budget picture," she said, adding that her understanding was that, in total, serials are still being cut, although those being defended are being retained.

Qualifying his remarks by saying that he wasn't very familiar with all of the issues that resulted in the formation of the Save the Library Committee, Ingles said, "It's truly gratifying to know that the Library has out there such a strong constituency that truly sees the Library as a key resource to the academic enterprise."

"I hope to work with that committee," he said last week. "Now it may be time for the committee to take a less activist role and to take a more active role in helping Library staff pursue our plans and strategies."

"Fundamentally, I believe that in the future it will be the Library staff who will be more active and activist in making our own case for more resources. What you're going to see now is an already existing commitment to the Library by Library staff which will demonstrate clearly to the administration, faculty, students and the public that the Library is the heart of this institution." He said "we will prove that by deed and not by rhetoric."

"We will prove it to be a great disservice to the whole function of the University if further cuts need to be made," he said. "In other words, we've always seen ourselves as a key resource, and I think it's up to us to prove it better than we've had to do so in the past."□



### University Management Workshop

A reminder that the deadline for applications for the University Management Workshop is 18 May. Submit to: Eva Cherniavsky, 3-13 University Hall (telephone: 492-4588).

### Job Evaluation

*Continued from page five*

If there is disagreement then it is up to the responsible persons in your unit/department to discuss this with you and to set it right. In the final outcome it is the department's responsibility to assign the duties for each job. If there is still disagreement, following your input, the department's description of the job is the one that will be reviewed.

**Q. If my job remains red-circled after the review what effect will this have on my salary?**

A. Salaries and increments are protected at the former level according to the ratified agreement of 23 April 1990.

**Q. If my job is evaluated upwards what effect will this have on my salary?**

A. Jobs that are evaluated to be in a higher pay grade are possibly eligible for back pay. There are some variables depending on your situation, so I would advise you to read the addendums to the Board/NASA Agreement of 22 September 1988 and 23 April 1990.

I am very interested in any other questions or concerns you have regarding Pay Equity. You can call 492-7325 or write to me at 1-11 University Hall. □

### Professional Development for APOs - Training Sessions

**Topic:** "Research Contract Administration."

**Date:** Wednesday, 23 May.

**Time:** 8:45-noon (luncheon to follow).

**Location:** MAP Room, Lister Hall.

**Instructors:** Mike Elias, barrister and solicitor, Field & Field; Alan Knowles, contracts management officer, Office of Research Services; Dennis Fitzgerald, manager, Special Funds and Research Accounting, Office of the Comptroller.

**Fee:** \$30 per person (luncheon included).

This fee may be claimed against your Professional Expense Allowance (or the Central Professional Development Fund by those who are eligible to claim from it). It is nonrefundable but may be applied to replacements provided they are Administrative Professional Officers.

**Registration deadline:** 16 May (limited enrollment).  
**Workshop agenda:** "Legal Implications and Aspects of Research Contract Administration" (9-9:45); coffee break (9:45-10); "The Role of the Office of Research Services in RCA" (10-11 am);

coffee break (11-11:15); "The Role of Special Funds in RCA" (11:15-noon).

While these sessions are directed at APOs, other interested staff are welcome.

### Doris Badir retirement reception

All friends and colleagues of Doris Badir are invited to a retirement reception, 19 June, from 4 to 6 pm at University House. Those who wish to contribute to a gift are asked to make a donation to the Doris Badir Scholarship Fund and send to: Dr Dianne Kieren, Associate Vice-President (Academic), 3-2 University Hall.

### Farewell reception for Alan Rennie

A reception will be held to honor Alan Rennie, who is retiring from the University at the end of June from the position of Associate Vice-President

(Finance). Since joining the University in 1969, Mr Rennie has held managerial and administrative positions with Physical Plant, later with the Vice-President (Facilities and Services) in 1980 as the Associate Vice-President (Facilities and Services), and finally as Associate Vice-President (Finance), in the Office of the Vice-President (Administration) from 1986.

The reception will be held Thursday, 21 June, from 3 to 5 pm at Lister Hall. Friends and colleagues are invited to attend to bid Mr Rennie farewell.

Those wishing to recognize the occasion are asked to show their support for Disabled Student Services. Cheques should be made payable to the University of Alberta, and sent to Peter Taitt, 3-16 University Hall. Tax receipts will be issued for donations of \$15 and over, or upon request, for donations of a lesser amount.

The President and the Senate invite  
all members of the University to the  
Installation of

**Mr Sandy A Mactaggart**

as the

**Fourteenth Chancellor**

of the

University of Alberta

**June 12, 1990**

2:00 pm Installation Ceremony and  
Part VI of Spring Convocation  
Northern Alberta Jubilee Auditorium

RSVP using the tear-off section below  
by May 25, 1990



University  
of  
Alberta

## Installation Ceremony Reserved Seating

If you have not returned a previous attendance form and you plan to attend the Installation Ceremony, please complete and return this section to:  
Colleen Sutherland  
Office of the Registrar  
201 Administration Building  
by May 25, 1990.

Note: Please call Colleen at 492-1952 if you are an Academic staff member and wish to join the procession.

Please send me a reserved seat ticket for the ceremony.

NAME \_\_\_\_\_

CAMPUS ADDRESS \_\_\_\_\_

CAMPUS TELEPHONE \_\_\_\_\_



## LETTERS

### This end up

The AAS:UA special meeting on 26 April had a vote on a vote. That is to say, whether or not a membership-wide vote be held on the "Brief to the President's Commission For Equality and Respect on Campus".

I have gleaned the following from reliable sources who were present:

- Some voted "yes" because they were opposed to the brief and did not accept the AAS:UA President's undertaking that a "no" vote would send it back for redrafting.
- Some voted "no" because they were opposed to the brief, wanted it redrafted and accepted the above undertaking.
- Some voted "no" because they were in favor of the brief, did not want it redrafted and did not believe the undertaking that a "no" meant a redrafting.

So we have the confusing situation of opposing sides voting the same way and vice versa.

It is perhaps asking too much for several hundred academics to agree on any issue, but it is surely reasonable to ask that they agree on the nature of the question on which they were being asked to vote. Sorry, folks, you all get a "5" on this one.

AG Taylor

Graduate student, Mechanical Engineering

### 'Sockological' researcher on her toes but socks still going AWOOL

I wonder if it has come to the attention of your publication that an important piece of research by Dr Thomas Nelson was recently reported in the somewhat unlikely source, the 19 February issue of *Alberta Report*, wherein is described his attempt to answer questions about the disappearance of socks in driers. Appropos of this "Sockological" research, I would like to make use of your more appropriate publication to "put my foot in it", so to speak. As a former colleague of Dr Nelson's at the University of Alberta, I would like to advise him that the problem he is researching is indeed a universal one. After a residence of almost two years here on the south end of the Serengeti Plains in East Africa, I find myself in the possession of four single unmatched socks, although I know for certain that when I arrived, all socks were in matched pairs.

However, I would like to take issue with the original research question as stated in the magazine report, "What really happens to the other sock in the drier?" The four "other" socks to which I refer have disappeared despite the fact that we have access only to a wringer washer (or handbasin in emergencies) and use the clothesline. No dryers here! I feel the question should be rephrased.

I suspect that these confounding variables may give further support to the Nelson Hypothesis of a built-in capacity for self-destruction. Some might be inclined to propose that the odd sock is removed or blown from the clothesline. I refute this suggestion in light of the fact that nothing else has ever disappeared from the clothesline, and why wouldn't both socks sometimes disappear? Further to this theory, I don't think that the laundry detergent has anything to do with sock destruction because the local detergent clearly lacks the strength to destroy anything including dirt. His other hypothesis that socks are "sexed" with subsequent disappearance due to incompatibility seems inconsistent with the fact that at no time have I ever

covered any sock progeny, although if this process could be facilitated, it might serve to overcome the sock shortage around here. Of course, it is not inconceivable that socks possess an innate capacity for birth control.

Because Dr Nelson is a psychologist, it strikes me as odd that he has not considered the possibility that "attachment" theory applies to socks. In at least two cases, I subsequently found a missing sock firmly attached to a long unused towel. Is it possible that frequent periods of close interaction in clothes basket or washer lead to "bonding" with such household linens? I realize that a sample of two is not statistically sound, and further research is necessary to verify this theory.

At one time, I was somewhat suspicious of husband practices as the cause of sock disappearance. However, these suspicions have been laid to rest since I have now two single socks of my own. I trust that you will pass the above information along to Dr Nelson in the hope that it will contribute to the resolution of the mystery.

Yours respectfully in the interests of the advancement of science,

Sheila D Campbell

Hanang Wheat Farms Complex

Hanang District

Arusha, Tanzania, East Africa

### Instructors' efforts much appreciated

Many of the more than 150 students affiliated with our office commented on the thoughtfulness, flexibility, and assistance they have received from their instructors this year. We would like to pass on their thanks and add our own.

In April, more than 170 exams were written in our offices, which required the cooperation of many professors. This cooperative spirit, combined with the generosity of the student volunteers on campus, allows the Office of Disabled Student Services to offer many essential services to students with permanent or temporary disabilities. Many thanks!

The staff, Office of Disabled Student Services

## ALBERTA Studies in the Arts and Sciences making name for itself

The journal *ALBERTA Studies in the Arts and Sciences* published by the University of Alberta Press, is one of 10 journals selected for overall excellence of format and design for the Book, Jacket, and Journal Show organized each year by the Association of American University Presses.

Norma Gutteridge, Director of the University of Alberta Press, says, "It's an honor to have a journal chosen as one of only 10 from university presses all over North America as standards are high and the competition fierce."

The format of *ALBERTA* was designed by Joanne Poon, Production Manager/Designer of the Press, who is a graduate of the Department of Art and Design at this University. Its editors are Dick Harrison (English) and John Foster (History), and it was Dr Harrison's idea to have an illustration of an

Alberta landform on the cover of every issue.

The journal, which is partly supported by Alberta Culture and Multiculturalism, is illustrated and is 150 pages in length. It is also multidisciplinary in nature with one of the two annual issues devoted to a theme (the other contains disparate articles concerning Alberta). Themes explored to date are dinosaurs and the Tyrrell Museum of Paleontology at Drumheller, and popular culture. The next issue will be out later this year; its theme is the buffalo.

Items selected for the Book, Jacket, and Journal Show will be on display at the Association of American University Presses' Annual General Meeting in Philadelphia in June and after that will travel to other universities in the States. □

## Change doesn't occur without risk taking—Dean of Arts

The University must find ways of dealing with classroom attitudes and practices and become self-critical about the ways in which classroom practices may reflect stereotyping attitudes, says the Dean of Arts.

Patricia Clements, addressing the President's Commission for Equality and Respect last month, suggested that the Committee for the Improvement of Teaching and Learning should sponsor sessions on classroom equality and respect. These sessions should probably be made available in the Faculties or departments, rather than in the centralized manner in which they're now offered.

Dr Clements told commissioners a first-year course in the humanities or social sciences should be developed which would give substantial treatment to gender relations—as women's studies, gender studies or as cultural history.

### Report will be of great value

"A proposal for the inclusion of women's studies in the common first year, when that was being debated, was endorsed by the Deans at their retreat last year; it is appropriate now to reconsider the proposal apart from the context of the common first year," she said.

Commissioner Peter Smy (Electrical Engineering) said he was sympathetic to the suggestion of a gender studies course. He asked Dr Clements if the content of such a course would be a matter of great contention. Dr Clements responded that it would be highly contentious.

A third suggestion the Dean had for the commission was for the University to improve its record in hiring women and visible minorities. "We do not need top-down quotas, but I think that we need to set goals, that such goals need to be established by the units themselves, as reasonable and workable."

On the issue of the available pool of graduate students, Dr Clements said, "We need recruitment policies which will reflect our commitment to dealing with this problem. Specifically, we need to take a leaf

from Professor Linda Woodbridge's recruitment expertise, and we need to take into specific account the ways in which this community is able to accommodate women who are often likely to be graduate students, teaching assistants, research assistants, etc, at the same time as they are starting families."

Dean Clements said it was important to have women involved in the University's policy making and decision making operations. "We are all, at the moment, striving to move out of tokenism, but we are still woefully short of women in senior administrative positions. Of the 21 units in Arts, three are chaired by women. It is extremely important, for instance, that one dean in Graduate Studies be female; given the significance of the last point above, her presence there is critical.

"We need also a firm commitment to education throughout the whole system on matters of equality and respect. This needs to begin with a clear statement from the top; it requires commitment from the Deans; it must include the front line Chairs. Perhaps the next Deans' Retreat should deal with the findings of the commission; certainly, the education process needs to make the facts available at every policy making level."

A seventh suggestion dealt with stereotypes in research. Dr Clements suggested that educational sessions given in Faculties (perhaps by CITL) should include information on the ways in which stereotyping affects research findings and the reporting of research results. The issue should also be addressed in the ethics guidelines for research, she suggested.

Dr Clements said the commission's report will be of great value, providing new information on the way the problems are perceived by members of the University and anecdotal and statistical information not yet widely available.

"It will crystallize a wide debate from which, one dares to hope, a new consensus will emerge; and it will be able to make specific proposals for change. Its report will be a risk, of course, but I suppose

that change does not occur without risk taking."

Noting that she had read the submissions to the commission by the five women who were appointed in English and by Professor Woodbridge, who was Chair of the department when they were appointed, Dr Clements said she had no doubt they had been the best candidates in the competition, hired on merit "which will bear comparison with any five members of staff, or that the process by which they were selected was proper in every respect."

She said she shared Professor Woodbridge's anger that the academic decisions of her

department had been cast in doubt solely on the grounds that the appointees were women. "I am glad to say that such questioning of a department's decisions is an unusual event in this University's history; I am sad to say that the terms in which it took place are, in my view, unacceptable, uncollegial, unproductive."

She said the attention those events received were symptomatic, visible manifestations of a set of entrenched attitudes—by no means peculiar to us, certainly one aspect of our cultural inheritance at this moment in our history—which affect women and men in dozens of ways and at every level in the University hierarchy.□

## Mainframe computing services to run unattended on statutory holidays

On Good Friday (13 April) and Easter Monday (16 April), University Computing Systems ran its mainframe computing services unattended.

Before these dates and after the announcement of the experiment in the 15 March issue of *Folio*, two queries were raised by users as to the impact on their computer usage. *Folio* has it on good authority that neither was disadvantaged by the change in operating procedure.

During the periods of unattended service the online Library catalogue (DOBIS), the MTS service and the VM services were available without interruption. The cessation of manual operations during these two days does not appear to have had any adverse effect on our users, says Ian Simpson, Acting Associate Director of University Computing Systems. It is UCS's intention, then, to run its service in unattended mode on statutory holidays.

Questions and/or concerns about unattended computing service should be directed to Jorge Beristain at 492-2889.□

## EVENTS



### Talks

#### Alberta Heritage Foundation for Medical Research

17 May, noon Daniel A Goodenough, professor, Department of Anatomy and Cellular Biology, Harvard Medical School, "Problem-Based Teaching in Medical Education: The New Pathway of Medical Education at Harvard Medical School." 5-10 Medical Sciences Building.  
17 May, 4 pm Dr Goodenough, "Connexions with Connexins in *Xenopus* Oocytes." 5-10 Medical Sciences Building.  
1 June, noon Michael Sinensky, senior fellow and head, Lipid and Lipoprotein Metabolism Division, Eleanor Roosevelt Institute for Cancer, Denver, Colorado, "Isoprenylated Proteins of Mammalian Cells." 5-10 Medical Sciences Building. All lectures presented by Anatomy and Cell Biology.

### Mathematics

17 May, 3:30 pm Scott Hadley, Department of Electrical and Computer Engineering, University of Waterloo, "Hypergraph Approximations for Partitioning Problems." 657 CAB.

### Entomology

17 May, 4 pm Cecilia Reyes, "Thysanoptera in the Philippines." TBW-2 Tory Breezeway.



## Lipid and Lipoprotein Research Group

18 May, 9 am Folkert Kuipers, "Hepatic Processing of Lipoprotein Cholesterol in Rat." Henkjan Verkade, University of Groningen, the Netherlands, "The secretion of Phospholipids and Cholesterol into Bile." 207 Heritage Medical Research Building.

## Physics

18 May, 11 am I Halperin, University of Toronto, "The Quantum Mechanics Logics of John von Neumann." 631 Avadh Bhatia Physics Laboratory. 24 May, 3:30 pm Yuan-xing Gui, Dalian University of Technology, "An Exploration to Develop a New Formulation of Statistical Mechanics." 631 Avadh Bhatia Physics Laboratory.

## Harry Emmett Gunning Lectures

22 May, 11 am HF Schaefer III, Center for Computational Quantum Chemistry, University of Georgia, Athens, Georgia, "The Third Age of Quantum Chemistry." E1-60 Chemistry Building. 23 May, 11 am Professor Schaefer III, "The Silicon-Carbon Double Bond: A Healthy Rivalry Between Theory and Experiment." E1-60 Chemistry Building. 24 May, 11 am Professor Schaefer III, "Glyoxal and s-Tetrazine: Two Triple Whammy Tales." E1-60 Chemistry Building.

## Techniques in Cell and Molecular Biology

24 May, noon Keith Bagnall, "Tissue Transplantation: Chick/Quail Chimeras." 6-28 Medical Sciences Building. Presented by Anatomy and Cell Biology.

## The Arts

### Exhibitions

### McMullen Gallery

Until 1 June "Animals in Art"—pictures and sculptures of animals by contemporary artists. Hours (volunteer assistance permitting): Monday to Friday, 10 am to 4 pm; Saturday and Sunday, 1 to 4 pm; closed on statutory holidays. Information: 492-4211 or 492-8428.

### FAB Gallery

24 May to 3 June "Doris Freadrich, prints"—the final visual presentation in partial fulfilment of the requirements for the degree of MVA; and "Toshihisa Fudezuka—Between Plate and Paper." 1-1 Fine Arts Building. Hours: Tuesday to Friday, 10 am to 5 pm; Sunday, 2 to 5 pm; Saturday and Monday, closed.

## Award opportunities

### The National Wildlife Federation

Applications are now being accepted for the 1990-91 Environmental Conservation Fellowships of up to \$10,000 each. National Wildlife Federation Environmental Conservation Fellowships

for graduate students are offered annually to encourage advanced study in fields relating to wildlife, natural resource management, and protection of environmental quality. All research supported by the program must relate directly to specific and continuing activities of the Federation and its affiliates, as outlined in application material.

For application forms, write to: President, National Wildlife Federation, 1400 16th Street, NW, Washington, DC 20036-2266. Attention: Environmental Conservation Fellowships.

Deadline: 15 July 1990.

### CIDA Awards for Canadians 1990-91

The objective of this program is to develop a body of Canadians competent and expert in the field of international development. A maximum of 50 awards of up to \$25,000 per year are available for 1990-91. Closing date for the second competition is 4 September 1990.

Applicants must develop a program which:

- is related to a specific developmental need or problem;
- involves either a development-oriented academic program, or a practical work/study assignment of professional on-the-job training program in a public or private (including nongovernmental) organization or agency involved in international development work;
- lasts for a period of between seven and 24 months. Programs proposed for shorter periods will be considered in the short-term awards competition;
- provides for a project-related fieldwork component in a developing country eligible for CIDA assistance lasting at least 25 percent of the total program duration;
- has a clearly practical orientation as opposed to being designed strictly for academic studies;
- is supervised by an expert actively involved in the candidate's program;
- has the support of a host country sponsoring organization and the academic institution, when applicable, where the candidate intends to pursue the program.

For further information, contact the Office of Student Awards, 252 Athabasca Hall, or write to: Canadian Bureau for International Education, CIDA Awards for Canadians, 85 Albert Street, Suite 1400, Ottawa, Ontario K1P 6A4.

## Positions

*The University of Alberta is committed to the principle of equity in employment.*

*In accordance with Canadian Immigration requirements, these advertisements are directed to Canadian citizens and permanent residents.*

### Academic

#### Assistant to the Associate Dean, Faculty of Arts

**Rank and salary:** This Administrative Professional Officer position reports to the Associate Dean, Academic Programs and Undergraduate Students, Faculty of Arts. The position has 516 Hays Points. **Position description:** The incumbent is accountable for the administrative direction, coordination and control of the support services provided by the

Student Programs Office. This encompasses administrative and personnel management; space management; financial planning, forecasting and control; involvement in student petitions, grade appeals and academic offence matters; development and implementation of interdepartmental guidelines within the Faculty relating to student program matters; and the operation of the student records section which includes admission, registration, programs, graduation, and academic standing. **Qualifications:** Applicants must possess proven administrative abilities and effective communication skills. Familiarity with computer spread sheet programs is desirable. Applicants should hold a university degree but recognition will be given to experience. **Starting date:** 1 August 1990. **Applications:** Applications, including a curriculum vitae and names of three referees, to be forwarded to: Dr LK Penrod, Faculty of Arts, 6-7 Humanities Centre, University of Alberta, Edmonton, Alberta T6G 2E5. **Application deadline:** 22 May 1990.

### Support Staff

**The limited number of vacancies is a result of the current Support Staff hiring freeze, effective 1 January 1990.**

*To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. Due to publication lead time and the fact that positions are filled on an ongoing basis, these vacancies cannot be guaranteed beyond 11 May. For a more up-to-date listing, please consult the weekly Employment Opportunities Bulletin and/or the postings in PSSR.*

*Positions available as of 11 May 1990.*

**The salary rates for the following positions reflect adjustments in accordance with the terms for the implementation of the Pay Equity Program.**

Clerk Typist, Grade 4, Personnel Services and Staff Relations, (\$1,602-\$1,973)  
Senior Clerk, Grade 5, Pension and Benefits Administration, (\$1,749-\$2,166)  
Clerk Steno, Grade 5, Office of the Registrar, (\$1,749-\$2,166)  
Secretary (Excluded/Half-time), Grade 6, Personnel Services and Staff Relations (Classification), (\$957-\$1,193) (prorated)  
Secretary (Excluded), Grade 6, Personnel Services and Staff Relations (Employee Relations), (\$1,914-\$2,386)  
Medical Steno (Split-funded), Grade 6, Pediatrics, (\$1,914-\$2,386)  
Office Services Senior Clerk (Benefits Assistant/Academic), Grade 6, Pension and Benefits Administration, (\$1,914-\$2,386)  
Timetabling Coordinator, Grade 7, Office of the Registrar, (\$2,084-\$2,612)  
Specialist Storekeeper (Art Store Manager), Grade 8, Art and Design, (\$2,251-\$2,839)  
Administrative Assistant (Term), Grade 8, Faculty of Extension (Local Government Studies), (\$2,251-\$2,839)  
Programmer Analyst, Grade 9, University Computing Systems, (\$2,436-\$3,089)

**The following positions retain salary rates in accordance with the previous classification system and pay plan.**

Clerk Typist III (Trust), Continuing Medical Education, (\$1,475-\$1,853)

Dental Assistant II (Trust), Dean of Dentistry, (\$1,585-\$2,013)  
Technician I (Trust), Pediatrics, (\$1,705-\$2,189)  
Technician I (Trust), Psychiatry, (\$1,705-\$2,189)  
Biochemistry Technician I/II (Trust), Biochemistry, (\$1,705-\$2,488)  
Biochemistry Technician II/Technologist I (Trust), Biochemistry, (\$1,934-\$2,710)  
Technologist I (Trust), Oral Biology, (\$2,100-\$2,710)

## Advertisements

### Accommodations available

Victoria Properties - Experienced, knowledgeable realtor with Edmonton references will answer all queries, and send information. No cost or obligation. Call (604) 595-3200, Lois Dutton, Re/Max Ports West, Victoria, BC.

Visiting Toronto? Bed and breakfast in our restored home, minutes to the University of Toronto and downtown. Rates from \$45. Ashleigh Heritage Home, (416) 535-4000.

Enjoy an English-style bed and breakfast (single, \$35) at "Ty Mawr", three short blocks from the University and Hospital. (403) 432-7845.

Rent - Three bedroom house, furnished, two bathrooms, single car garage.

Parkallen (walking distance to University). Eleven months beginning September. We will be on sabbatical leave. 438-3012.

Rent - Executive house on Saskatchewan Drive. Nonsmokers preferred, no pets. One year lease required. \$1,700 per month. Call 437-7532.

Rent - Family home, June 1990-September 1991. Four bedrooms, triple garage, piano, organ. Bears paw. 437-4242.

Lease - New, custom designed, energy efficient, three bedroom, furnished house. Riverdale, on bike route. Close to downtown, University, schools. \$1,200. September 1990. 429-4277.

Rent - Southwest, four bedroom, fully furnished house. Family room, large patio, fireplace. One year lease. 437-2975 after 6 pm.

Sale - Inglewood gem! 1,630 square foot, three bedroom, two storey. Immaculate, hardwood floors, family room with fireplace, island kitchen, large 12 1/2% assumable mortgage. Hugh Moncrieff, Re/Max Real Estate. Phone 438-1575.

Sale - Immaculate home, six blocks south of University, 111 Street 77 Avenue. Asking \$128,000. Call Karim, 428-3841 (office), 433-3163 (residence).

Housesitter required, 4 July-11 August. Close to University. Two friendly cats. References required. Phone 438-4728 after 6 pm.

Sale - University area, large, older two storey with suite. 73 Avenue 106 Street. \$109,000. 436-2507.

Sale - Lendrum, two storey. Three fireplaces, balcony, sundeck, double/single garage, finished basement. 5204 114 Street. \$154,900. 435-5453.

Sale - Parkallen, three bedroom semi. Fireplace, developed basement, great location. Asking \$104,500. Royal LePage Realty, 437-7480, 446-3800, Ed Lastiwka.

Sale - University area, semibungalow. Belgravia, three bedrooms, fireplace,

south backyard, excellent location. \$109,500. Royal LePage Realty, Ed Lastiwka, 437-7480, 446-3800.

Rent - Charming two storey, 1916 house in heart of Old Strathcona. Newly renovated and decorated. New kitchen, five appliances, three bedrooms, study, double garage, fenced yard. Unfurnished. \$1,000/month. 439-4764.

Rent - Comfortable three bedroom, sabbatical home in Belgravia (walking distance to campus). 31 July 1990-31 May 1991 (possession 24 July). \$800/month. (403) 436-0139.

Sublet - June, July, August. One bedroom furnished apartment one block from University Hospitals. One parking place included. (403) 433-3693.

Share - House, 74 Avenue 106 Street. Preferably female, nonsmoker. Washer/dryer. Two cats! Rent \$275 plus shared utilities. Available immediately. Call Ruth at 433-2516 or 422-7333.

Rent - Osoyoos, BC. Custom, new, two bedroom, waterfront house, 1-3 year lease. Adults. No dogs. Unfurnished, \$725. 1 September. Private, quiet. Safe beach. H Sampson, (604) 495-7825 evenings.

Rent - Deluxe, two bedroom condo, 111 Street 80 Avenue. Balcony, fireplace, five appliances, underground parking. \$875. 436-6164.

Rent - University area house, two bedrooms, five appliances. \$650/month. Available 1 June. 435-2617 after 6 pm.

Rent - Sherwood Park, furnished, sabbatical leave home. 2,000', executive, three bedroom, finished basement, near schools. Nonsmokers, no pets. 1 September-30 June. \$1,200. 492-3478 (work), 467-3764 (evenings).

Sale - Blue Quill, three bedroom townhouse. 1 1/2 baths, fireplace, drapes, five appliances. Good assumable mortgage. Asking \$85,000. Open house 20 May: 12040 25 Avenue. Phone 437-7924, 492-1524.

Rent - Superb, three bedroom, furnished (includes piano) townhouse, near University. September-December. \$800 includes heat, plug-in parking space. 492-1279, 438-1068.

Rent - Two bedroom, 1 1/2 bath, luxurious, furnished townhouse/condo. Walking distance to campus, river valley, Old Scona. September 1990-June 1991. 439-3558, 492-0538, nonsmokers please.

Rent - University-Hospital area, 111 Street 83 Avenue. Furnished, executive condo, 2 1/2 baths. June 1990-July 1991. (403) 432-0093, 439-6862, Mr Schultz.

Sale - Spacious and bright, three bedroom townhouse near Heritage Mall. 1,425' attractive multi-level design. Fireplace, neutral decor. Double garage. Professionally landscaped patio. Immaculately maintained by original owner. \$116,900. 435-0972 evenings.

Rent - Clean, bright, furnished, two bedroom, basement suite near campus. Available July-August. \$460 (\$350 single), includes laundry. Nonsmoking. 436-0301. Ideal for visiting professors.

Rent - Windsor Park, immaculate, three bedroom bungalow. Two baths, full basement, double garage. \$1,275/month. Available 1 July. 431-2441 (message), 433-3751 (after 6 pm).

Sale - St Albert character home in prestigious Grandin Park, cul-de-sac, 14 Grantham Place. Two storey, four bedrooms. Worth viewing. \$136,900. Phone Henry Beaudoin, Spencer Realty Executives, office 434-8600, home 459-6279.

Sale - Gorgeous, lakefront cottage on Lake Wabamun, north shore. Cottage furnished, fireplace, two bedroom, garage, 80' shore front by 206'. \$149,000. Call 484-7958 to view.

Rent - July and August, fully furnished bungalow, Blue Quill area. Nonsmoking, adults only. \$700/month plus utilities. Phone 439-7311.

Sale - Charming, traditional, five bedroom, fully developed home facing a park. Private south backyard, many features. Riverbend, close to schools, University. Liz Crockford, Spencer Realty, 436-5250, 434-0555, residence.

Sale - Charismatic bungalow, 2,680 square feet plus extra full development downstairs. Park, trees, ravine behind south backyard. Security, air conditioning, three fireplaces, appliances, jacuzzi. Super! Liz Crockford, Spencer Realty, 436-5250.

Sale - Riverbend, four bedroom, two storey home. Quiet cul-de-sac, large lot, open plan, neutral decor, close to schools. Open to offers! Liz Crockford, Spencer Realty, 436-5250.

Sale - Rowland road, river valley, cozy bungalow. For details, call Chris Tenove, 436-5250, 433-5664, Spencer Realty.

Rent - Windsor Park, three bedroom, 1,500' bungalow. Good location. Chris Tenove, 436-5250, Spencer Realty.

Sale - Windsor Park, upgraded, 1,580' bungalow with in-law suite. Super location. Immediate possession. Chris Tenove, 436-5250, 433-5664, Spencer Realty.

Sale - Large lots, Riverbend and Windermere area. For specific details, call Chris Tenove, 436-5250, 433-5664, Spencer Realty.

Sale - Great Riverbend/Brookside location with good bus service to University. Totally renovated bungalow with main floor family room and new European kitchen. Ann Dawrant, Spencer Realty, 436-5250.

Sale - Exquisite, 1 1/2 storey. New broadloom, hardwood, French doors, security system, air conditioning, finished basement, more. Quiet Blue Quill location. \$229,900. Phone Andrea Hammond, 435-5640; Royal LePage Realty, 436-5080.

#### Accommodations wanted

Professional couple, two small children, looking for three bedroom plus home. One or two year lease. Clean, dependable. References. The Prestons, 454-5175.

University couple seek house near the University for 1 June. Contact Hugh, 432-0760.

Mature Christian couple with infant require a sabbatical home for one year starting July 1990. Call Ken or Edith collect anytime, (403) 556-6313.

Need furnished three bedroom home, for family of four, while on sabbatical in Edmonton. 1 July 1990 to 1 August 1991. Call Diane, 1-532-9480.

Responsible family of four desires three bedroom house, University area, July-December 1990. Please call Teresa collect, 1-791-2112, or leave message at 464-0002.

Going on sabbatical leave? Need a very responsible, conservative, nonsmoking professional male (29) to oversee your residence? Very clean, neat and organized. Excellent references. Plants, pets, etc, negotiable. Dwayne, 456-8938.

We are looking for somewhere to live while building. Professional couple seek sabbatical property for one-two years, from summer 1990. 433-9602.

Want to rent two bedroom apartment or house by 1 August. New staff member; married with one infant child, 492-3242.

#### Goods for sale

Cash paid for appliances, 432-0272.

The Edmonton Book Store specializes in books for the University community. Quality books bought and sold everyday; just a short walk from campus: 8530 109 Street. Call 433-1781.

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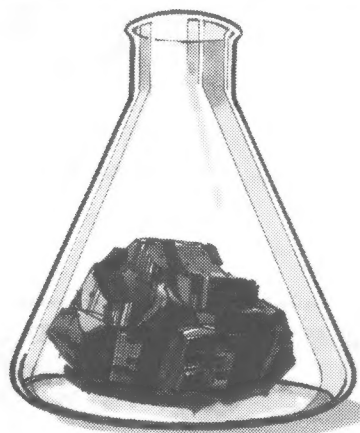
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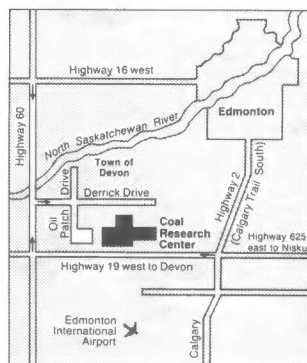
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